

Statement on the Prevention of Slavery and Human Trafficking

This statement ("Statement") made pursuant to the Australian Federal Modern Slavery Act 2018, sets out the approach taken by LastPass and its affiliated companies to understand all potential modern slavery risks related to its business, and the actions undertaken to mitigate any such risks during the financial year.

Business Overview

LastPass' mission is to unlock the potential of the modern workforce. We set out each day to give the world the products, solutions and services that help people do their best work – whenever, wherever and however. LastPass operates in Australia through its subsidiary LastPass Australia Pty. Ltd., to which this Statement relates. This Statement has been developed in consultation with that entity and was approved by the board of the reporting entity covered by this Statement.

Our Workforce


A substantial portion of our workforce consists of skilled labor. All employees hired by LastPass are subject to background checks. LastPass also utilizes independent contractors. Because of the nature of the types of jobs performed by our independent contractors, we believe that there is no meaningful risk of modern slavery. LastPass generally uses placement agencies to source independent contractors. These agencies are selected following a standard sourcing process with defined business criteria.

Our Structure, Operations and Supplier Relationships

We are committed to ensuring that there is no slavery or human trafficking in our supply chains or in any part of our business. As a software company, our main operations consist of the delivery of information technology products, solutions and services, and we have undertaken an assessment of risks by completing a detailed review of our business operations and supply chain. As a result of this process, and due to the nature of our business and our approach to governance, we assess that there is very low risk of slavery and human trafficking in our business and supply chains.

LastPass does not use an extensive range of local or international suppliers where modern slavery or human trafficking would generally be a material risk. Our supply chain is relatively simple, including acquiring products and services needed for the businesses' day-to-day operations such as office supplies, leasing premises, employment and professional advice. Our actions to address slavery and human trafficking have included developing this statement, the Supplier Code of Conduct, Employee Handbook and Code of Ethics described below. We expect all of our suppliers to adhere to LastPass' Supplier Code of Conduct ("Code of Conduct"), containing detailed human rights and labor standards, as published on our website. Our Code of





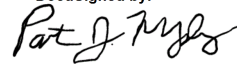
Conduct and Modern Slavery Statement reflect our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains. However, we aim to periodically review the effectiveness of and ongoing compliance with the relevant policies and procedures that we have in place. We do not have key performance indicators in relation to slavery or human trafficking as any instance would be expected to be a breach of law, our supplier standards or our company policies.

LastPass' Policies and Trainings

LastPass' Employee Handbook ("Handbook") sets the standards of conduct for those working for or on behalf of LastPass which includes LastPass' Code of Ethics ("Code of Ethics"). The Handbook is subject to regular review and is updated accordingly to ensure a high level of understanding of the risks of modern slavery and human trafficking in the supply chains and to the business.

LastPass is committed to providing a safe and violence-free work environment. Therefore, LastPass has implemented a zero-tolerance policy of violence, threats of violence or any other illegal activity in the workplace. LastPass has mechanisms for its employees to ask questions or report concerns about possible violations of the Code of Ethics, LastPass policies and laws. This would include any questions or concerns relating to slavery or human trafficking. Our Code of Ethics has procedures and contact information for raising such matters, and we provide therein that retaliation will not be tolerated.

LastPass Australia Pty. Ltd.

DocuSigned by:

B06C8F76703942A...

By: Patrick J. Murphy, Director

Reviewed and approved on: February 7, 2024